

Ferry,


Please review the attached verbatim record of the Auditorium Reorg. meeting and pull out material suggestive of "tasks" that the office set for itself and told its Careerists it was going to accomplish.

STAT  is thinking of another meeting at which he would like to highlight these "tasks" and show how they were accomplished.

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TAPES OF THE 19 JULY 1973 MEETING ON THE REORGANIZATION  
OF THE OFFICE OF SECURITY ARE BEING HELD IN THE TOP DRAWER  
OF SAFE 13013.

STAT

Wan, 3/8/74  
The attached six pages\* contain  
all the pertinent comments by  
 relating to the "goals"  
associated with the re-organization.  
\* (pp 5-10 incl.) JH

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Office of Security Meeting  
19 July 1973

MR. OSBORN: Good morning. Ladies and gentlemen, welcome to "I've Got a Secret." [Laughter.] This is quite a group. I knew we had a lot of ugly men but I didn't realize we had so many pretty girls in the Office. This is really an historic occasion in the Office of Security. None of us have been able to remember any other occasion where the Director of Security and his key executives had the opportunity to talk to the Office as a whole. It's a first time, it's an important time, and I'm glad that we decided to do it.

The reason for our getting together today is really threefold. First of all we want to present to you, in some detail, our planned reorganization. Secondly, we want to announce from the top to the bottom all personnel assignments to all of you at the same time. If that doesn't kill the rumors nothing will. [Laughter.] And I might add that when you return to your offices the personnel assignment lists indicating personnel assignments will be available to you down through the Branch level. Thirdly, we want to tell you about our plans for some changes in our career system -- in the Career Board, the creation of panels, and the creation of a Management Advisory Group.

\* This is the first meeting of its kind. I hope to have one once a year -- more often if it's warranted. I think it's a good idea and I think it's very worthwhile. I'd like to go in myself, in a general way, into our reorganization.

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Rudy, if I could have Slide #1, please.

First of all, why did we find it necessary to reorganize. It's a very simple thing. In order to achieve the reductions that the Office has been asked to achieve by June of 1974, as have all other components of the Agency, reorganization and consolidation of function was the only answer. If we continued to achieve - work on a reduction by picking a slot here and a slot there, we would end up with all Chiefs and no Indians. We adopted a little different approach in this reorganization because we wanted it to be more a part of you. We wanted to have a little better participation. Instead of [redacted] and I sitting down and coming up with a reorganization, I created a task force comprised of Chief of A&TS, [redacted] finally, in recent weeks, [redacted]

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[redacted] I gave them just general guidelines. I told them not to concern themselves with personnel assignments; forget people, and come up with a good, sound, workable, functional organization. I rotated the Chairman. I let each one of them chair a different phase of the activity. Subsequently, after the initial reorganization had been approved not only by Mr. Browman, the Deputy Director for Management and Services, but by the Inspector General, we created the task force, created committees, bringing it further into the Office, and charged the committees with coming up with an implementation plan, which they have done. They've

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done a fine job. And I would like to take this opportunity to commend not only the task force but the members of the individual committees, for the intelligent, sensible work that they did. It was a lot of work, and they put in a lot of time.

So we end up with this, the individual Deputy Directors will brief you in more detail on each of their Directorates. But as I say, it is a good, clean, functional organization, and in a large sense more than any other reorganization that I've had anything to do with, it is a product of the Office. Everybody participated, or a large number of people participated. It will work I'm sure but only if each one of you works hard, intelligently, efficiently, with ingenuity, and with total support to it -- it will work and it will work well.

Insofar as timing is concerned, the creation of the Directorate of Policy and Management will be effective Monday, as will the creation of Physical, Technical and Overseas Security in its new form. The Personnel Security and Investigations Directorate, we're shooting for a target date of 30 July but the actual implementation, physical implementation is going to depend on certain space moves -- logistics is very crowded, overworked at the present time -- the effective date of that Directorate taking its new form will therefore have to depend on physical moves.

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Rudy, could we have the lights now?

I'd like to introduce the key officers in the new organization. I would like each of them to stand and turn around and face you so you can see what they look like. We'll start out with the

25X1A Deputy Director of the Office, [ ] We're most fortunate to have Charlie back with us again. [ ] who will be the Deputy Director of Security for Physical Technical and Overseas Security. 25X1A

25X1A [ ] who will be Bob's Chief of Operations. [ ] 25X1A will be Chief of Physical Security Division. [ ] will be Chief of 25X1A Tech Division, but Joe's out of town I understand.

In the middle of the chart. [ ] 25X1A will be Deputy Director of Security for Policy and Management. The

Chief of the Policy Planning and Administration Division is [ ] 25X1A

And last but certainly not least, the monster of the organization, [ ] 25X1A

25X1A [ ] is -- I'm sorry, Stan. I don't mean you, I mean your Directorate. [Laughter.] -- is the Deputy Director of Security

for Personnel Security and Investigations. (When I) see you stand up

there you do look a little like a monster. [Laughter.] His Chief of

25X1A Operations is [ ], who is over minding the shop while we're here.

25X1A [ ] will be Chief of the Clearance Division. And finally, [ ] 25X1A will head up - be Chief of the Security Support Division.

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Now without further ado, I would like to introduce

25X1A

[ ] to you, who will present our plans for the Career Board, for career panels, and for the Management Advisory Group. Thank you.

25X1A

[ ] Oz, thank you very much.

Before taking up the subject at hand I'd like to sort of add a personal note. I've been away from the Office for the past two years. This is the first time I've had a chance to talk to a group of this size since I've been back. First I'd like to say I'm happy to be back. Second, this has been my career service for the past 20 years, a little over, and so I feel like I'm returning home. This particular career service is very important to me personally and so I appreciate the opportunity, really, to talk about the career service. There's only one small problem. I dictated my notes to my secretary, [ ] and she promptly volunteered to stay up and answer the phones, so I hope I can get these points across.

25X1A

First of all, on our career service, the Career Board -- we've had roughly the same type of operation for a number of years and it's been a good system. But with changes in concepts and changes in organization that Oz has announced, it will require a change in membership in the Board and it will cause a change in policies and procedures of the Board. This is an effort to accomplish this particular

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change, not for just change itself, but for career service improvement. And before setting out to make these changes we tried to set some goals in making the change. With these goals in mind we proceeded with the changes.

Now the goals we used -- First of all we attempted to bring the membership of the new Career Board as far down the chain of command as was feasible. We hope to bring the Board closer to the career of personnel that it serves. Second, we hope to improve communications between the Board and the members of the career service. Actually we've been trying to do this in many different areas -- more recently we've started distributing Minutes of the Thursday Staff Meetings to all personnel, including those in the field. And this is just one indication of the effort to improve communications throughout the Office. Third, we set a goal of informing personnel as to the policies and procedures of the Career Board. Fourth, we hope to direct the Career Board efforts more toward the career management of personnel than the Board has done it in the past. Finally, we hope to furnish the Career Board more support through the use of personnel in the career service, other than those on the Career Board, to assist the Board with its work. Now with these goals in mind, we set forth a plan, and I'm going to go over this plan with you now. First of all I'd like to deal with the membership of the Board.

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Rudy, could you give me that #1 Chart again?

The membership of the new Board will be as follows.

First of all, it will be chaired by the Deputy Director of Security. The membership of the Board will then be the Deputy Director, PTOS, who is

25X1A [ ] or his Chief, Operations, in Bob's absence, [ ] 25X1A

The Deputy Director for Policy and Management will serve on the Board.

The Deputy Director for Personnel Security and Investigations, [ ] 25X1A

25X1A and Policy and Management is [ ] Stan will serve on the Board or,

25X1A in his absence, [ ] Also added to the Board will be the Chief,

Physical Security Division, [ ] Chief, Technical Division, 25X1A

25X1A [ ] the Chief, Plans, Programs and Administration Division,

25X1A [ ] Bob will have sort of a dual role. He will serve on the

Board, he will furnish staff support to the Board -- at least for the time

being, since he is a M&S careerist, he will be a non-voting member of

the Board. The Chief, Clearance Division, [ ] will serve on the 25X1A

Board, and the Chief, Security Support Division, [ ] will 25X1A

serve on the Board.

Lights, please.

Those are the individuals that will actually serve on the Career Board itself. There will be many more participating in Career Board actions.

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Second, I spoke of a goal of communications.

We've set aside about five different items, five different ways we hope  
to improve communications, and I'd like to outline them to you. First

of all, we want to brief all career service personnel on the Board, its  
mission and how it operates. We plan to do this(in) notices, briefings,

discussions at Division and Field Office meetings, and annual meetings

when necessary. We plan to make this a special topic, at least on an

annual basis. Second, we plan periodic reports from the Career Board

to members of the career service on the Career Board activities. The

timing hasn't been set -- we're thinking, roughly, of [REDACTED] every six

months. Third, we hope to have more direct contact between the Board

and the individual being considered for assignment. We'll do it in all cases.

In the case of senior schools<sup>and</sup> the Board will talk to the individuals, the

candidates for the schools. We probably will also do the same in connection

with special assignments. Fourth, we plan to have more direct contact

between the Board and personnel returning from overseas. We hope to

talk to each of these individuals. We think we can get a better idea of the

job to be filled by talking to these people on their return. Finally, in the

area of communications, we want to make the Board available to meet

with personnel on career concepts. We propose to make the Board available

to personnel wishing to suggest changes in career concepts. We hope to

have a more open Board, more communications, by doing this.

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Now, in connection with our third goal, we have a feeling that personnel in the career service are not really aware of the policies and procedures that guide the Board. And we hope to establish procedures whereby personnel will be advised of the policies and procedures and will be advised in changes in policies and procedures which may guide the Board in its deliberation. This too will be done through notices or briefings. But the concept is to let the people know the policies being followed by the Board.

In the fourth area, we hope to have the Board paying more attention to career management. In this connection we plan to establish panels by grades to advise the Board and assist the Board in promotion, assignments, career development of personnel. Under this program the panel would be chaired by a member of the Board but the membership of the panel would be drawn from outside the Board -- Division Chief's level, Branch Chief's level, and so on. In this connection we hope to place a lot of pressure on the supervisor to become really a first line career management officer, And that supervisor's performance will be judged on how well he does this particular job. Finally, in the way of change, we hope to make the Career Board responsive to needs for change. In this connection we're planning to establish a Management Advisory Group, not unlike the one that's in the Agency. Members of this

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group will come from various levels within the Office, and we hope this group will assist the Board in making special studies regarding Board activities and career management. We envision the MAG Group having entree to the Board, to the Director of Security. We hope they will be used as a source of information to indicate that there is a need in changing our career concepts.

Well, briefly, that's sort of the plan as it goes.

\* Simply stated in summary, the goal was to get the Board closer to the personnel it serves and to get the personnel it serves closer to the Board. Probably more important, we hope to make this Board an instrument that serves not only management, but serves the career service. I've outlined the way we propose to do it, and if this (achieves) the results we want, fine -- if not, we'll change it. Nothing is set in concrete, as Oz likes to say these days.

I might end up by saying a couple of words on change. First of all, most of you that know me know that I feel a change is a good thing. And I (foresee) changes in policies and procedures of the Career Board in the coming years. Basically it's our goal in the Career Board, or it will be our goal, to have all career service personnel be given an opportunity to make the contribution to these changes so that they will not be change for change itself but change for a better career service for the Office of Security.

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Well having said that, I'll go to my next task at hand, and that's to introduce the next speaker, who will go over his team. This is the Deputy Director, PTOS, [REDACTED]

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25X1A

[REDACTED] Thank you, Charlie.

The PTOS Directorate was, of the three Directorates, the least changed by the reorganization. In its present form it retains all the previous responsibilities, including cognizance of the Security Officers who are assigned to other components' T/Os. We lost the Computer Security responsibility during the reorganization. But we did have changes, significant changes. We combined all the technical skills within the Office of Security in one division, Technical Division. So we'll have in Tech not only the counteraudio responsibility but physical security equipment also.

Another significant change was the abolishment of the old OSSD and those duties transferred to Physical Security Division and Tech Division. So we consolidated, then, all of the survey responsibilities within one division, Physical Security Division.

What I'd like to do now is to announce assignments to PTOS under the reorganization, specifically where there have been changes. Now there are some announcements that I'll make and some that the - those who follow me will make, which are in essence nominations,

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because they haven't been coordinated finally with the components outside the Office of Security. And in our endeavor to get the word to you first, some of the coordination had to be pretty minimal. So in those instances where there are nominations I'll so indicate.

Rudy, could I have Slide #2.

In the Office of the DD/PTOS, in addition to

25X1A myself and [ ] we'll have two secretaries, [ ] 25X1A  
25X1A and [ ] In Physical Security Division, [ ] 25X1A  
and his Deputy, [ ] the secretary. 25X1A

Overseas Security Branch. Overseas Security Branch will have the responsibilities formerly assigned to OSSD less some of the technical responsibilities, but added to it will be the Security Office skills in the counter-terror(ist)area. [ ] is the Chief 25X1A  
of that Branch, and his people are [ ] 25X1A

25X1A

[ ]

Domestic Security Branch is, in essence, the old Operations Branch of Physical Security Division. It will be headed

25X1A

[ ]

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Safety Branch. Safety Branch is really the only other area within PTOS that has some engineering capabilities, and they've stayed there because of the peculiar - not peculiar -- that's a bad word -- but of the specialized association that Safety Branch has with some engineering talents. [redacted] remains the Chief of that Branch. And

25X1A

25X1A

Headquarters Security Branch, which is the old Building Security Branch, will have a new Chief, [redacted] assisted by [redacted]

25X1A

25X1A

I've never had such rapt attention at any of my talks before. [Laughter.]

The full time contract personnel for [redacted] will remain unchanged. In the receptionist area there have been no changes.

25X1A

The staff that are presently assigned to the receptionist positions will remain exactly as they are now. And they are [redacted]

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That completes the T/O of the PTOS Directorate.

But as I indicated earlier, we do have cognizance of other Security Officers who are assigned outside the Security Office T/O. And I think because of a time factor I'll just announce some recent changes and some future changes.

Those not announced of course, the incumbents, will stay as presently assigned. One major change is in the DCI Staff -- that is, a change of

25X1A

Chief. [ ] is now Chief of the DCI Staff. [ ] will be the new Chief of the Logistics Security Staff. [ ] will be the new Security Officer for SB Division. Now this is one of the announcements where it's really in the nature of a nomination. [ ] will be reassigned to SPS in the DD/S&T.

25X1A

25X1A

25X1A

The overseas areas, with the exception of [ ] that I mentioned earlier, the incumbents will stay as assigned and as previously assigned by the Career Board.

25X1A

I appreciate the opportunity to make these announcements, and that concludes my information at this time. And

25X1A

I'd like to introduce [ ]

25X1A

[ ] I might say that in setting up the new organization, the task force that was involved, the emphasis and the theme was certainly on a clean, functional organization. I might say that the Directorate I ended up with wasn't quite as clean and quite as functional as some of

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the other units. If I had known where I would be ending up, maybe I would have done a little different maneuvering at different points here. I think Stan had the inside track. But in effect, in all honesty and all sincerity, we do end up with a different collection under the Policy and Management unit. It's sort of a mixed bag to a certain extent, but I do think that there is a common theme that runs through it, and that is the emphasis on services. Not completely, but where with Stan the emphasis is on people, and, to a certain extent, with [ ] with PTOS, it would be more towards things, our element and our support is more in the direction of services to people.

25X1A

The other thing I might mention now in terms of the approach that I'd be taking here now is that I'd be inclined to go right to the chart, discuss the specific units as we move along, and also announce the assignments as they come up. I'm not going to go through a long list of names where there is no significant changes. This particularly applies to Security Records Division, where there's no major switches down there. Most of the people, with one exception, remain there, so I'm not going to be listing names just for the sake of listing names.

If I may have the first slide, please.

The Plans, Programs and Administration Division.

Of course I expect to be working extremely close with [ ]

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25X1A [ ] on the general area of plans and programs. But the normal activities centering on personnel, logistics, finance, the normal support activities I don't expect to be getting involved in on a day-to-day basis. So we really end up with no significant change there.

The big focus and the big emphasis would be on the Plans and Programs Branch, which will be headed up by [ ]

25X1A

25X1A when he returns from [ ] And it was the feeling of the task force,

25X1A and I think Mr. Osborn [ ] that there had to be a marriage of the old Executive and Planning Division ~~in~~ A&TS, that we could no longer afford the luxury of coming up with large programs and going a separate route in terms of the manpower and the financial support that would be required. So that there had to be a joining together there. And the big, big emphasis, I think the big new twist in the Plans and Programs area would be the Plans and Programs Branch.

Now the assignments in that area. Of course,

25X1A [ ] whenever he returns from [ ] will be the Chief.

25X1A

25X1A [ ] will be assigned to the unit. [ ] will be coming

25X1A

from Security Records and Communications Division. This is the one

25X1A exit from SRD. [ ] will be assigned to that unit; also

25X1A [ ] will also be assigned to the Plans and Programs Branch.

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The other unit -- and it really doesn't involve any great switch -- the Special Security Center, it's under me at the present time. [ ] is very capably running the unit. They have a big job, a big task, and not too many people to do the work. We're going to be trying to get some additional strength there to give a hand, with [ ] putting the emphasis on quality, security manuals, guidance (in that) various areas. Now there's [ ] as I mentioned. [ ] will remain there. [ ] A new assignment of course will be [ ] He'll be moving into the Special Security Center, as will [ ] The girls - [ ] will remain in the Center.

Another one coming back from overseas, who will be taking [ ] spot [ ] will be [ ]

The other unit is Security Records Division. I might mention that there's no major switch or no major change that's intended in terms of Security Records Division. [ ] will still be Chief of the Division. It will be getting increased attention of course, and specifically in the area of the Microfiche Program. There is a Security Records holding problem. The IG has focused in on this pretty heavily, and the Seventh Floor has focused in on it, and I really think that the gun is to our backs in terms of getting a handle on the Security Records

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management problem. And this has had some influence certainly with the task force as far as the assignments. It's rather significant that with all the consolidations and the general decrease in the T/Os in most of the areas that this is the one division where there's been an increase in the T/O. It has gone up to some extent, and the reason for it is because of the records holding problem. And the big emphasis will be on this Microfiche Program.

Now, as I mentioned, [ ] will be Chief of the Division. A switch is that [ ] will be moving in as the Deputy Chief of the Division. [ ] who is already down there, will head up the Microfiche Program. [ ] will be moving in to give a hand in the same area. [ ] [ ] from the Personnel Security Division, [ ] Now [ ] will be moving in, not on the Microfiche Program but in SRD. The same with - [ ] will be moving down there -- George worked for me previously -- and, again, focusing in on the records management problem in SRD, [ ] will be moving to SRD, and in the Compartmented Information Branch, [ ] will be coming back [ ] will be taking over as Chief of the Branch. Two new assignments that would be going in there would include [ ] and [ ] from SRS. So there's no major switch. The big emphasis is on the records management problem.

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Now the other major unit is the Information Handling Group, the computer security area, headed by [ ]

25X1A

Two major problems in that area. The first one is speaking the same

25X1A language as [ ] so that we can communicate, and, number two, getting good personnel in that unit. I haven't beaten the first problem but we'll be working <sup>(heavier)</sup> (heavily) on the second one. I think there are good people that will be going into the unit or that we'll be retaining in there.

25X1A [ ] will be heading it up. I'm very pleased to have [ ] come over. Again, this would be one of the assignments that's firm

25X1A

as far as the Office of Security is concerned. I don't know that it's

completely solid in terms of DD/S&T. [ ] will remain in the

25X1A

25X1A unit, as will [ ]

I think he is overseas at the present time but he'll be coming back shortly -

will be coming into this unit. One of my [ ] is

25X1A

earmarked to come into this unit. [ ] will remain there,

25X1A

25X1A [ ] So this would be the complete structure the whole way through. As I indicated earlier, it's sort of a mixed bag,

a little bit different from some of the other Directorates, but I think we can make it work. The main thing is team effort the whole way through.

I think it can be pretty harmonious. If necessary, in order to get the

togetherness theme going, we might pull in [ ] to give a hand.

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That's about it. Thank you very much. The next speaker, the guy with the big empire, is [ ]

25X1A

[ ] Rudy, if I could have Slide #4, please.

25X1A

After Skip's reference to a clean and functional organization I expect that somebody is going to call me Mr. Clean after that. I don't know. [Laughter.]

But I would like to say a few words, and I think this program has been well orchestrated up till this time. And with the number of names that I have to announce here, I'm sure that we're going to go off the track a little bit as far as time allocation is concerned. But I think as you look at this organizational chart, or this wiring diagram, you'll find that we are organized on rather clean and functional lines and it's a people problem oriented organization. If you note, we have the Clearance Division, which is a change that's come to this organization after many, many years, and it's a very welcome change. In one division and under one management we're going to have a complete security screening process from the receipt of any type of clearance, whether it be overt, covert, industrial. The supervising evaluator or appraiser is going to set requirements for the [ ] investigations. He's going to be in touch [ ] on matters involving the investigation. He's going to evaluate the information as it comes in and

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make the decision as to approval. We think this has been a long time in coming, and I think when Mr. Osborn told us to consolidate what is now the IOS and PS Directorates, I think it removed about 80% of the task force problems in approaching this reorganizational situation.

I think this reorganization, as far as personnel security investigations is concerned, is going to certainly enhance our efficiency. It's going to remove much duplication that currently exists. I think it's <sup>really</sup> going to improve our image throughout the Agency in terms of clearances and approvals. And I think it's going to give us a more consistent voice in the adjudication of clearance and approval matters, particularly at the working level. I look forward to - not a consolidation, really, of <sup>the</sup> two old organizations that had existed throughout the years but the birth of a new organization. And I'm sure that with the personnel that we have assigned to us that it's going to be certainly a very successful organization.

There are several things that I'd like to point out that may be obvious to you here. First, in the clearance field we're going to have under it the Research Branch. In the Office of the Chief of the Clearance Division we're going to have a senior counterintelligence specialist, [ ] who's going to be working very closely with

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[ ] We feel that over the years the emphasis

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on research and the importance of it is directly related to the security posture and the security clearance status of individuals who are being researched or who are being - who are under consideration from the

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[REDACTED]

There will be some of the old responsibilities that Security Research Staff had, will be proliferated among other groups in the Staff and Operations Branch and the Operational Support Branch. We will bring in the reinvestigation program as a part of the Research Branch. We feel this is a normal opportunity for research personnel to review folders as they come through for reinvestigation purposes.

25X1A

One of the things that we have done in this reorganization is remove [REDACTED] the polygraph function, into the Security Support Division, although there was much discussion about this in the reorganization task force. But we felt that in the future,

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[REDACTED]

certainly not diminished, will remain basically the way it is now but will be under the Security Support Division and out of the normal clearance process as we know it today.

We are going to consolidate within the Operations Support Branch those functions currently being performed by the special

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assistants to the Chief, Personnel Security Division, or, as we know them, the Green Berets. So presumably we're going to have a large number of Green Berets now and they'll all be in the Operations Support Branch. But the normal functions currently being handled by the Operational Support Branch will continue to be handled by that organization, such as surveillance support to the Office of Training (and) the Soviet Bloc Division, special inquiry type of investigations in support of operations, miscellaneous support at ports of entry and debarkation. And a large change would be bringing in the [ ] Officer in, and he will be considered the Deputy Chief of the Operations Support Branch. But basically his job is going to be exclusively the [ ] function.

I would like to go a little bit into the Clearance Division and talk about what our plans are for reorganization within that Division. We will have a Staff and Operations Branch and in that Branch we're going to have three sections -- a [ ] Section, a [ ] [ ] Section, and an [ ] Section.

In the Industrial and Certification Branch we'll have an [ ] Section, a [ ] Section, and a [ ] Section, in which the liaison approval function will be moved into that function - into that Branch and Section in the new reorganization.

In the Research Branch we'll have a [ ] [ ] Section and the [ ] Section.

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Now I'd like to go into personnel assignments as far as this new organization is concerned, and starting with our immediate office in the DD/PSI we're going to have [ ] as our Chief of Operations. And I would like to say a word, that Steve is going to have complete authority to operate with regard to this Directorate. We have a large (platter) here, and with his expertise and -- I know that we're going to be working together very closely -- his going out to the field, paying visits [ ] my getting involved (in some of the new things that I haven't had too much experience in, in panels, boards, and that type of thing. And Steve and I have talked at length about this and we're looking forward to a busy time of it.

Also included in the immediate office will be [ ] who we're going to designate [ ] coordinator doing primarily what he does now [ ]

The secretary to the DD/PSI will be [ ] and the secretary to the Chief of Ops, PSI, will be [ ]

In the Clearance Division, [ ] of course is going to be the Chief. [ ] will be the Deputy. And the

secretary will be [ ] Also, [ ] the Counterintelligence Specialist, will be assigned to the Office of the Chief, Clearance Division, and his secretary will be [ ]

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25X1 location of our individuals -- we are constantly studying this type of information, and I know that in the future there will be changes. There have been changes already, moving people out of resident agencies, increasing other areas where case loads exist, (and there) will be a continuing study of our [ ] organization.

Thank you very much.

MR. OSBORN: There you have it. I'd like to give you the opportunity to ask some questions if you have any. Anybody have any questions? You don't get this opportunity very often. Yes?

Q: (What if your name wasn't called?)

MR. OSBORN: What if your name wasn't called? [Laughter.] Believe me, you belong to us. You'll probably find your name on the list back in the office. I'm sure you will. If you don't, you have my assurance that you'll be put on one, so don't worry about it. [Laughter.]

Anything else?

25X1A As a matter of fact, I think it's a tribute to the task force, and particularly to [ ] and his people, that we only have one person who wasn't named. I think it's an extraordinary accomplishment.

Well I'll ask a question of myself because I know it's on the tip of your tongue -- and that is, is there going to be another

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surplus exercise, or excess exercise? Am I right? I thought I was. I don't know. I honestly don't know. But I know this, that we are going to make every possible effort to handle the reduction imposed on this Office through attrition, normal attrition. But I know no more than that. Mr. Browman knows no more than that. And I think that Mr. Colby knows no more than that at the moment. I don't think he's really focused on it. So that I simply don't know. That's as straight as I can give it to you.

Any other questions? Yes, John?

25X1A

No question really -- just a comment. I think this morning's effort was well done. I would only suggest that once a year might not be too often. I would like to thank you.

MR. OSBORN: Thank you very much, John. I appreciate that. [Applause.]

We have a good office and we have good people, and we work with each other, or deal with each other, in a straightforward, candid, honest fashion. We're going to continue efforts to do our business this way. And our sharing this with you this morning, all together, I think typifies the way we try to do business and we'll continue to try to do it. And thank you very much for coming to listen to us. [Applause.]

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